



STATE OF NEW JERSEY

**FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION**

In the Matter of K.R., Juvenile
Detention Officer (C497T), Union
County

CSC Docket No. 2017-3896

Medical Review Panel

ISSUED: September 10, 2018 (BS)

K.R. appeals his rejection as a Juvenile Detention Officer candidate by Union County and its request to remove his name from the eligible list for Juvenile Detention Officer (C0497T) on the basis of psychological unfitness to perform effectively the duties of the position.

This appeal was brought before the Medical Review Panel on May 18, 2018, which rendered the attached report and recommendation on May 18, 2018. No exceptions were filed by the parties.

The report by the Medical Review Panel discusses all submitted evaluations. The Panel concluded that the test results and procedures and the behavioral record, when viewed in light of the Job Specification for Juvenile Detention Officer, indicate that the candidate is psychologically unfit to perform effectively the duties of the position sought, and therefore, the action of the hiring authority should be upheld. Accordingly, the Panel recommended that the applicant be removed from the eligible list.

CONCLUSION

The Job Specification for the title, Juvenile Detention Officer, is the official job description for such county positions within the civil service system. According to the specification, a Juvenile Detention Officer, under general direction of a supervisory employee during an assigned tour of duty, controls the general conduct and behavior of juvenile residents, the maintenance of discipline, and custodial,

recreational, transportation and housekeeping functions. The specification lists examples of work and the knowledge, skills and abilities necessary to perform the job. Examples include the ability to cope with crisis situations that occur in a juvenile detention facility; the ability to apply knowledge and use of sound judgment in critical situations; and the ability to write concise, accurate reports.

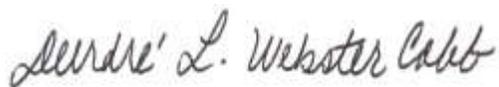
The Civil Service Commission has reviewed the job specification for this title and the duties and abilities encompassed therein and found that the psychological traits which were identified and supported by test procedures and the behavioral record relate adversely to the appellant's ability to effectively perform the duties of the title. Having considered the record and the Medical Review Panel's report and recommendation issued thereon and having made an independent evaluation of same, the Civil Service Commission accepted and adopted the findings and conclusions as contained in the attached Medical Review Panel's report and recommendation.

ORDER

The Civil Service Commission finds that the appointing authority has met its burden of proof that K.R. is psychologically unfit to perform effectively the duties of a Juvenile Detention Officer and, therefore, the Commission orders that his name be removed from the subject eligible list.

This is the final administrative determination in this matter. Any further review should be pursued in a judicial forum.

DECISION RENDERED BY THE
CIVIL SERVICE COMMISSION ON
THE 5TH DAY OF SEPTEMBER, 2018



Deirdre L. Webster Cobb
Chairperson, Civil Service Commission

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Attachment

c: K.R.
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